

## Curriculum Vitae

Sandra Kay Sexton Welling Ph.D., RN, CCM, CNE, PAHM

### EDUCATION

November 2014	PhD	<b>New Mexico State University</b> Las Cruces, New Mexico <b>Emphasis:</b> on meeting the health care needs Of diverse populations on the US- Mexico border and in rural communities <b>Dissertation:</b> Using Social Identity Theory to measure belonging in entry level nurses to gauge job satisfaction and employee retention
May 2007	Master of Science, Nursing	<b>Regis University, Rueckert-Hartman School for Health Professions</b> Denver, Colorado <b>Emphasis:</b> Leadership in Health Care System: Education focus
Spring 2000	Asthma Educator	<b>Muskegon Community College</b> Muskegon, MI
December 1997	BSN	<b>University Detroit Mercy</b> Detroit, Michigan
August 1986	RN Diploma	<b>Methodist College of Nursing</b> Omaha, Nebraska
Fall 1982	Christian Studies	<b>Nebraska Christian College</b> Norfolk, Nebraska

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### PROFESSIONAL RESEARCH AREAS OF SPECIALIZATION

- Using Social Identity Theory to improve satisfaction and retention
  - Native American/Alaska Native Sexual Assault Nurse Examiner (SANE) training
  - Student Success
  - Faculty-to-faculty mentorship
  - Student-to-student mentorship
  - Rural Health
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## PROFESSIONAL WORK EXPERIENCE

### Presentation College

Aberdeen, South Dakota

2015 – Present

#### **Interim Chief Academic Officer and Dean of Nursing (June 2021 – Present)**

- Maintain role as a chief nurse administrator, vested with full authority over the nursing program
- Administer for all academics, Office of the Registrar, technology department, the library, the Student Success Center, and institutional research
  - Supervise the deans, program directors, seventy-five full-time employees (faculty and staff), forty adjuncts, and ten student workers
- Manage a \$8 million budget
- Accreditation Liaison Officer (ALO) for the Higher Learning Commission (HLC)
- College contact (interim program director) for Joint Review Committee on Education in Radiology Technology (JCERT) compliance
- Responsible for Commission on Accreditation for Athletic Training Education (CAATE) compliance
- Responsible for International Accreditation Council for Business Education (IACAB) compliance
- Responsible for National Council for State Reciprocity Agreements (NC-SARA) compliance
- Responsible for all college articulation and affiliation agreements
- Developed and maintain partnerships with the Veterans Administration and Great Plains Indian Health Services (IHS)
- Responsible for college experiential learning opportunities
- University Committees – Leadership Cabinet; President’s Advisory Council; Vice President for Academic’s Leadership Team - chair; College Development Council Executive Team - chair; Institutional Review Board; Scholarships Committee; Nursing Advisory Board; Academic Council - Chair; Faculty Assembly; Admission and Progression; and Graduate Council
- Assisted in the development of the inaugural Native American Student Association (NASA)

#### **Dean of Nursing and Professor (2015 – 2021)**

- Chief nurse administrator vested with full administrative authority over all nursing programs (operations and budget for online, face-to-face, and hybrid nursing programs) with twenty-two direct reports, three hundred students with a total budget of \$2 million:
  - Manage multi-campus, multi-state (two campuses) nursing programs in South Dakota and Minnesota
  - Established and implemented the inaugural hybrid LPN program
  - Established and implemented the inaugural virtual MSN program
  - Established and implemented the hybrid BSN program
  - Responsible for CCNE and ACEN accreditation for all programs
  - Responsible for reporting to Boards of Nursing for LPN program
  - Responsible for reporting to Boards of Nursing for BSN programs:

- Oversee the delivery of online nursing programs (Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin, and Wyoming)
- Responsible for reporting to Boards of Nursing for MSN-FNP program:
  - Delivery of online MSN nursing program (Iowa, Minnesota, Nebraska, North Dakota, and South Dakota)
- University Committees – President’s Advisory Council; Vice President for Academic’s Leadership Team; Faculty Assembly; College Development Council; College Development Council Executive Team; Institutional Review Board (chair from 2015-2017); Nursing Curriculum Committee; Advancement and Progression Committee; Facilities Committee; Simulation Center Advisory Board – Chair; Simulation Center Development Committee; MSN Development Committee – Chair; Nursing Policy Committee; Scholarships Committee; Nursing Advisory Board – Chair; Academic Council; and Graduate Council
- Liaison between the College and:
  - The National League of Nursing (NLN)
  - Commission on Collegiate Nursing Education (CCNE) accreditor
  - American Association of Colleges of Nursing (AACN)
  - Boards of Nursing
  - State and local nursing organizations
- Responsible for the design and development of a \$1.5 million interdisciplinary Avera Simulation Center
- Responsible for the design and development of a rural telehealth Student Health Clinic
- Established educational collaborations between the nursing program and local/state organizations:
  - Collaboration with local hospital to establish a student care partners initiative
  - Collaborate with Northeast Area Health Education Center, and Emergency Medical Services (EMS) District 4: EMS Refresher Course (3-day course) – all senior nursing students attend
  - Collaborate with area EMS, police department, fire department, and health department
- Community Simulation days held each fall, spring, and summer – all senior nursing students attend
- Collaborate with the South Dakota Department of Health and Yankton Rural Area Health Education Center:
  - Disaster Preparedness Training - all senior nursing students
- Collaborate with the Yankton Rural Area Health Education Center:
  - AHEC Scholars program, two-year interdisciplinary educational program focusing on the healthcare needs for the under-served – offered to all nursing students
- Collaborate with Office of Rural Health/South Dakota Department of Health:
  - Rural Education for Health Professionals Students (REHPS), summer internship for rural health students – offered to students in the summer between the junior and senior year

**Chamberlain University**

Chicago, Illinois

**2015 – Present****Visiting Professor for the MSN Program (online)**

- Teaching course in the MSN Executive Nursing Track in leadership, financial management, organizational structure and healthcare operations, and health policy

**Davenport University**

Grand Rapids, Michigan

**2008 – 2015****Associate Dean of Nursing (2011 – 2015)**

- Responsible for CCNE accreditation for BSN and MSN programs
- Responsible for ACEN accreditation for PN, BSN, and MSN programs
- Responsible for multimillion-dollar nursing budget
- Established and implemented the inaugural virtual MSN program
- Established and implemented the new BSN program in Lansing, MI.
- Initiated and established new Nursing Honor Society and Sigma Theta Tau – Served as President
- University Committees – Provost Leadership Advisory Board, University Assessment Committee, Graduate Council, Nursing Leadership, College of Health Professions Leadership, Nursing Admissions, Nursing Curriculum, Nursing Scholarships, Institutional Review Board (IRB), Nursing Advisory Board – Chair, and University Grants
- Liaison between the University and:
  - The Michigan Board of Nursing (MBON)
  - American Association Colleges of Nursing (AACN)
  - National League of Nursing (NLN)
  - Accreditation Commission for Education in Nursing (ACEN) accreditor
  - Commission on Collegiate Nursing Education (CCNE) accreditor
  - State and local nursing organizations
- Participated in statewide nursing leadership meetings, including Michigan Association Colleges of Nursing (MACN), Michigan Council of Nursing Education Administration (MCNEA), and Alliance for Health
- Worked directly with the Nursing Department’s community stakeholders including:
  - Community colleges to establish and maintain educational partnerships and agreements with associate degree and practical nursing programs
  - Local nursing hospital administrators
- Legislative Advocacy for nursing and education issues biannually in Washington DC and Michigan
  - Liaison to the Michigan’s Director of Nursing Policy
  - Liaison to the CEO of the Michigan Health Council
  - Writing Continuing Educational (CE) offering through the nursing department at the University.
- Responsible for the design and development of the nursing simulation labs on three campuses

- Teaching in Case Management program, BSN in-seat program, BSN-Completion online program, and MSN online program
- Responsible for experiential learning opportunities to Cuba and Washington DC
- Course development for BSN and MSN programs
- Establish University mentor program for junior faculty

#### **Interim Director of Nursing (2010 – 2011)**

- Chief nurse administrator vested with full administrative authority over all nursing programs
- Collaborate with Dean of the College of Health Professions to ensure effective administration at all of Davenport's nursing locations
- Responsible for multimillion-dollar nursing budget
- Direct responsibility for program directors and faculty (22 full-time and over sixty adjunct)
- Manage multi-campus (three campuses) nursing program across the State of Michigan
- Liaison between the University and:
  - The Michigan Board of Nursing (MBON)
  - American Association Colleges of Nursing (AACN)
  - National League of Nursing (NLN)
  - Accreditation Commission for Education in Nursing (ACEN) accreditor
  - Commission on Collegiate Nursing Education (CCNE) accreditor
  - State and local nursing organizations
- Assisted in the development of revised nursing philosophy and curriculum threads
- Course development for the BSN and MSN programs
- Assisted with revision of all nursing syllabi
- Teaching in Case Management program, BSN in-seat program and BSN-Completion online program

#### **Faculty - Clinical/Lab Coordinator (2008 – 2010)**

- Nursing Lab Coordinator, responsible for all lab functions and staffing. Responsible for the planning, budgeting, and development of new a high fidelity, simulation nursing lab
- Teaching:
  - Nursing labs, in-seat didactic nursing and in-seat health courses, (Nursing Fundamentals, Nutrition, Health Assessment, Care of the Elderly, Medical/Surgical, Professional Nursing Concepts, Management and Leadership, Death and Dying, Nursing Seminar, and ACLS)
  - Online courses (Death and Dying and Leadership)
  - ICU/CCU, Medical/Surgical, and Leadership clinical settings
- Planning and organization of NLNAC (National League of Nursing Accreditation Commission) accreditation for new nursing program. Responsibilities included reviewing and writing of all nursing syllabi, and preparation and organization of documents for site review
- Responsible for all clinical placements, as well as supervision of all clinical adjuncts

- Development of new courses and curriculum for expanding nursing program
- Responsible for textbook analysis and selection
- Participated in student and faculty evaluations
- Responsible for budgeting and payroll.
- Faculty advisor for Student Nurse Association
- Participated in various University committees (University Assessment Committee, Curriculum Committee, and Student Development Committee)

**Grand Valley State University**  
Allendale, Michigan

**2007 – 2008**

**Adjunct Professor**

- Taught freshman/sophomore Professional Nursing Concepts (Introduction to Nursing) course

**Hope College**  
Holland, Michigan

**Jan. – May 2007**

**Student Instructor**

- Assisted with the junior/senior Adult and Geriatric Course (theory and clinical) as part of practicum requirements for Regis University's Master of Science, Nursing program

**Priority Health**  
Grand Rapids, Michigan

**1999 – 2008**

**RN Case Manager (1999 – 2008)**

- Case Manager for high-risk diagnosis patients, case load of 250-350 patients.
- Management of cardiovascular and diabetic patients.
- Involved in Facets computer conversion project task force.

**Instructor for Preceptor Orientation Program (2006 – 2008)**

- Evaluation Plan for Case Management Preceptor Program Related to Cardiovascular Education

**Holland Hospital**  
Holland, Michigan

**1988 -1999**

**Patient Care Coordinator (1998-1999)**

- Hospital shift supervisor

**Staff Nurse, RN in ICU**

- Chair of Shared Governance Committee (CCU) (1995-1999)
- Clinical Preceptor and Staff Educator (1990 – 1999)

**St. Joseph Hospital**  
Omaha, Nebraska

**1986 -1988**

**Staff Nurse RN - telemetry unit**

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## **COURSE INSTRUCTION**

### **Baccalaureate Level Nursing Course**

- ACLS Certification Exam Preparation
- Community Based Nursing (Didactic and Clinical)
- Death and Dying
- Dimensions in Aging
- Evidence Based Nursing Practice
- Fundamentals of Nursing and Critical Thinking (Didactic and Clinical)
- Health Assessment in Nursing (Didactic and Lab)
- Health Promotion and Education
- Nursing Care of the Adult (Clinical)
- Nurse Manager and Leader (Didactic and Clinical)
- Nutrition in Nursing
- Pharmacology
- Senior Nurse Seminar

### **Baccalaureate Case Management Courses**

- Case Management Fundamental
- Case Management Insurance/Utilization Review
- Case Management Reporting Techniques
- Case Management Special Populations

### **Master's Level Nursing Courses**

- Financial Management in Health Care Organization
  - Healthcare System Management
  - MSN Thesis
  - Nursing Leadership in Healthcare Organizations
  - Healthcare Informatics
  - Healthcare Operational Planning and Management
  - Healthcare Policy
  - Theoretical Foundations of Advanced Nursing Practice
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## **SCHOLARSHIP**

### **Award, Honors, Accomplishments, and Fellowships**

2022	Nominated "Women of Spirit" award by peers in Aberdeen, SD
2021	Adult/Adolescent Sexual Assault Examiner Course Completion (40-hour course)
2021	Pediatric Sexual Assault Examiner Course Completion (44-hour course)
2020	Area Health Education Council Excellence Award

2019	Nominated for “Best Customer Service” Abby award by the Aberdeen Chamber of Commerce
2019	Selected as panel represented on diversity and inclusion
2017 – Present	CCNE on-site evaluator for both BSN and MSN programs
2015	Davenport University – Serve Students with Quality and Unending Enthusiasm
2014	Recipient of the Faculty Research Grant
2014	Nominated for Davenport University’s Great Service Award
2014	HOSA-Future Health Professions, Competitive Event Judge
2013	Alpha Chi National College Honor Society
2013	Davenport University Nursing Honor Society, Leadership
2012	Initiated Davenport University Honor Society – President
2012	Candidacy status for Sigma Theta Tau – President
2011	Facilitator for panel at Davenport University’s Hispanic Week Celebration
2010- 2012	Initiated Student Nurse Association at Davenport University – Faculty Advisor
2010	Honored by senior student at Cum Laude brunch for “Faculty Member Who Helped Me Succeed during College”
2006	Sigma Theta Tau, Kappa Epsilon-at-Large

### **Peer Reviews, and Mentor for Student Projects, Thesis and Dissertations**

2021	Peer article reviewer for University New Mexico Mentor Institute
2020	EdD student at Waldon University – Dissertation project “Nursing administration and faculty perceptions of their self-efficacy with active learning models
2018	EdD student Northcentral University – Dissertation project “The effects of social Identity on college student retention”
2015	Peer article reviewer for University New Mexico Mentor Institute
2015	Peer abstract reviewer for 2015 Nursing Leadership Summit in Detroit, MI.
2015	Peer poster abstract reviewer for Davenport University Faculty Day of Research
2015	Western Governors University – Test Question Writer for Masters Programs in Health and Leadership
2015- current	Peer review for faculty’s tenure track portfolio – Kalamazoo Valley Community College
2014	ATI TEAS Workshop Panelist – TEAS Testing Blueprint Development
2013	BSN student advisor at Davenport University – Capstone project Collaborative Veteran/Library Project, “We served the veterans who serve us”
2012-2013	DNP student at Regis University – Doctoral project



- 2011 “Mentor training program”  
MSN student at Walden University – Thesis project
- 2011 “Collaborative preparation for nursing accreditation visit”  
MSN student at University of Phoenix – Thesis project  
“Creating a collaborative capstone course for BSN students”

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## PROFESSIONAL PRESENTATIONS

### International

- 7/2015 **Podium Presentation**  
Sigma Theta Tau International Conference  
Puerto Rico  
Title: Applying the Constructs of the Sense of Belonging to Improve Job Satisfaction and Employee Retention
- 7/2015 **Poster Presentation**  
Sigma Theta Tau International Conference  
Puerto Rico  
Title: Faculty Perceptions of Belongingness: Examining Esteem, Efficacy, and Connectedness to Improve Employee Satisfaction and Retention

### National

- 03/2022 **Poster Presenter**  
National Nurse Educator Summit  
Seattle, WA  
An Evidence Based Solution for Ensuring Success for High-risk Students
- 08/2021 **Poster Presentation**  
Nuts and Bolts for Nurse Educators  
Minneapolis, MN  
Using Social Identity to Recognize the Future on Nursing Education Complexities: Distinction in Education, Cultural Diversity, and Recognition
- 10/2015 **Podium and Poster Presentation**  
UNM Mentoring Institute  
Mentoring Conference  
University of New Mexico  
Albuquerque, New Mexico  
Title: Utilizing Mentoring to Examine Esteem, Efficacy, and Connectedness in New Employees
- 10/2015 **Podium Presentation**  
Professional Nurse Education Group (PNEG) Conference  
Indiana University School of Nursing  
Indianapolis, IN

- Title: Improving Faculty Satisfaction and Retention by Using Mentoring to Incorporate Belongingness: Esteem, Efficacy, and Connectedness.
- 4/2015      **Poster Presentation**  
ATI National Nurse Educator Summit  
San Diego, CA  
Title: Preparing Entry Level Nursing for Nursing Practice by Comprehending the Constructs Identified in Social Identity Theory and the Sense of Belonging
- 4/2015      **Poster Presentation**  
ATI National Nurse Educator Summit  
San Diego, CA  
Title: Faculty Perceptions of Belongingness to Improve Employee Satisfaction and Retention
- 1/2015      **Poster Abstract Accepted**  
Western Institute of Nursing Conference  
Albuquerque, New Mexico  
Title – Using Social Identity Theory to Measure Belonging in Entry Level Nurses
- 4/15/14      **Poster Presentation**  
ATI National Nurse Educator Summit  
Orlando, FL  
Title - Collaborative Testing Planning Across Multiple Campuses, to Promote Success
- 4/14/14      **Poster Presentation**  
ATI National Nurse Educator Summit  
Orlando, FL  
Title - Using the TEAS in the Nursing Admission Process for Key Indications of Student Success
- 4/11/14      **Poster Presentation**  
Western Institute of Nursing Conference: Creating a Shared Future of Nursing: Research, Practice, and Education  
Seattle, WA
- 11/16/12      **Presenter**  
Leading Toward Tomorrow Conference  
Livonia, MI  
Topic – The development of a common ADN curriculum
- 10/26/12      **Poster Presentation**  
Nurses Leading Change and Transforming Care Conference  
Las Cruces, NM  
Topic – Entry level nurse affiliation with practice

5/8/13 **Poster Presentation**  
Western Institute of Nursing Conference: Creating a Shared Future  
of Nursing: Research, Practice, and Education  
Anaheim, CA  
Title – Entry level nursing professional affiliation: A quantitative  
study

**Regional /Local**  
03/2021

**Presenter**  
UNMC Presentation  
Lincoln, NE  
The Future of Nursing Education

11/2020 **Presenter**  
Sigma Theta Tau Induction  
Aberdeen, SD  
Title: Becoming a Leader

11/2019 **Presenter/Panelist**  
Presentation College  
Aberdeen, SD  
Title: Diversity and Inclusion in Education

11/2018 **Participant/Contributor**  
Environmental Scan Report  
Title: Utilizing Technology to Deliver Public Health Messaging to  
Enhance Coordinated Chronic Disease Prevention and Health  
Promotion: An Environmental Scan of Community, School, Tribal,  
Worksite, and Healthcare Sectors in South Dakota

6/2018 **Organizer**  
State-wide nursing conference  
Chamberlain, SD  
Title: Rural Health Matters

2/2018 **Presenter**  
Lions Club  
Aberdeen, SD  
Title: Simulation in Nursing

3/2016 **Podium and Keynote Speaker**  
Rho XI Research Day (Sigma Theta Tau Research Day)  
Aberdeen, SD  
Title: Mentoring as a foundation for leadership development to  
improve the sense of belonging

11/12/14 **Keynote Speaker**  
American Nurses Association – Michigan  
Grand Rapids, MI  
Title - Taking Action: Working Collaboratively to Educate  
Military Veterans, to Ensure a Successful Transition as a  
Baccalaureate Prepared Nurse

10/4/14 **Keynote Speaker**

- MSNA Council of Student Leadership (COSL) Annual Conference  
Grand Rapids, MI  
Title – Human Trafficking Awareness
- 9/23/14                   **Keynote Speaker**  
Association of Women’s Health Obstetrics, and Neonatal Nurses  
(AWHONN)  
Grand Rapids, MI.  
Women at Risk – Issues in Sex Trafficking
- 8/21/2014               **Speaker**  
Leading by Example; Building Community Identity among Faculty  
to Develop Supportive Student Success  
12<sup>th</sup> Annual Wynalda Teaching and Learning Institute  
Davenport University, Grand Rapids, MI
- 8/22/2014               **Poster Presentation**  
Collaborative testing planning across multiple campuses, to  
promote NCLEX success –  
12<sup>th</sup> Annual Wynalda Teaching and Learning Institute  
Davenport University, Grand Rapids, MI
- 8/22/2014               **Poster Presentation**  
Using TEAS in the nursing administration process as a key  
indicator for student success  
12<sup>th</sup> Annual Wynalda Teaching and Learning Institute  
Davenport University, Grand Rapids, MI
- 8/22/2014               **Poster Presentation**  
Title - Sense of Belonging in New Graduate Students  
12<sup>th</sup> Annual Wynalda Teaching and Learning Institute  
Davenport University, Grand Rapids, MI  
Title - Sense of Belonging in New Graduate Students
- 3/18/14                   **Presenter**  
Faculty Research Day Davenport University  
Grand Rapids, MI  
Entry Level Nurse Sense of Belonging
- 9/26/13                   **Poster Presentation**  
RN-AIM Annual Conference  
Traverse City, MI  
Title –Taking Action: Our students, the library, and academics  
working collaboratively to create a positive learning environment  
for student veterans.
- 8/15/ 13                 **Presenter**  
Davenport University Teaching Learning Conference

Grand Rapids, MI

Topic - Put Away the Podium– Creating an energetic & collaborative classroom while having fun Innovative collaborations that enhance teaching practice and organizational effectiveness

04/2012

**Presenter**

Young Women Strong Leaders Conference

Topic – Leadership and the Survival of the Fittest

Davenport University - Grand Rapids, Michigan

01/2007

**Presentation**

RN Case Manager Orientation

Holland, MI

Evaluation Plan for Case Management Preceptor Program –  
Related to Cardiovascular Education

10/2002

**Presenter**

Key Challenges in the Management of the Diabetes Epidemic,  
Traverse City, Michigan.

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**PUBLICATIONS**

**Refereed Journals**

Welling, S., Pettigrew, J. (2021). Using Social Identity as a Measure for Comprehending Belonging to Improve Employee Retention. *International Journal of Nursing and Health Care Science*.

Welling, S. (2013). Entry level nursing professional affiliation: A quantitative study. *Western Institute of Nursing Research*, 46.

**Book Chapters**

Vaidya, K. (2021). *Lead Your Nursing Teams with a Sense of Humor: Why (and how to) Be a Funnier and More Effective Educational Leader and Laugh All the Way to Your College?* Chapter - Lessons Learned by Using Humor on a Journey for Surviving Nursing Leadership [ISBN 978-1-925128-04-8].

Polit, D. (2013). *Essentials of nursing research* (8<sup>th</sup> ed). Philadelphia: Lippincott  
Writer of NCLEX style test questions in chapter 18.

**Non-Refereed Journals**

Ahlquist, S., Zapinski, M. and Welling, S. (2010). Even nurses need sex education. *CMSA – Greater Grand Rapids/Kalamazoo Chapter Newsletter*, May 2010.

Gibson, A., Rocafort, A. and Welling, S. (2010). Today's emergency room: One stop shop. *CMSA – Greater Grand Rapids/Kalamazoo Chapter Newsletter*, May 2010.

### **Dissertation Committee Member**

Pettigrew, J. (2018). The effects of social identity on college student retention. Northcentral University. ProQuest Number: 10828715.

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### **LICENSURE AND CERTIFICATION**

2016 – Present Registered Nursing Licensure – Nevada (RN90684)  
2016 – Present Registered Nursing Licensure – Georgia (RN2614970)  
2016 – Present Registered Nursing Licensure – Alabama (1-155606)  
2016 – Present Registered Nursing Licensure – Florida (9434940)  
2016 – Present Registered Nursing Licensure – Illinois (041444503)  
2015 – Present Registered Nursing Licensure – South Dakota Multi-State Compact (R046158)  
2015 – Present Registered Nursing Licensure – Minnesota (R231094-7)

### **CERTIFICATIONS**

2022 – Present Certified Nurse Educator (CNE) (#538926)  
1999 – Present Certified Case Manager (CCM) (#46296)  
1999 – Present Professional, Academy for Healthcare Management (PAHM)  
1988 Emergency Medical Technician Ambulance (EMT)  
1987 – Present Registered Nurse Licensure – Michigan (Permanente ID # 4704166072)  
1987 – 2011 ACLS  
1987 – 1989 Registered Nurse Licensures – Nebraska (42881)  
1982 – Present BCLS

### **PROFESSIONAL MEMBERSHIPS**

2017 – 2018 International Nursing Association for Clinical Simulation and Learning (INACL), Member  
2017 – 2020 Northeast South Dakota Area Health Education Center (NESD AHEC) Board of Directors and Chair  
2016 – 2018 National Organization for Nursing Practitioner Faculties (NONPF), Member  
2016 – Present Chronic Disease Partner, South Dakota Environmental Scan Committee  
2016 – 2018 South Dakota Department of Health Breastfeeding Business Initiative Committee Member  
2017 – Present Rotary Member, Aberdeen, SD  
2015 – Present Nursing Education Dean and Directors (NEDDS), South Dakota President (2018 – 2021)  
2015 – 2021 South Dakota Nursing Association (SDNA) Chair for Nominations Committee (2018 – 2021) Government Affairs Committee (2015 – 2021)  
2015 – 2020 Minnesota Association of Colleges of Nursing (MACN) Treasure (2018 – 2020)

2015 – Present	Sigma Theta Tau, Rho XI Chapter 420 Governance Committee Chair and Vice President
2014 – 2015	ANA-MI, Chair for the Nursing Excellence in Practice Council – Region 3
2013 – 2015	Coalition of Michigan Organization of Nursing (COMON)
2013 – 2014	Michigan Nursing Education Council (MNEC) – state appointment
2013 – 2021	American Nursing Association (ANA)
2013 – 2015	American Nursing Association of Michigan (ANA – Michigan)
2011 – 2015	Michigan Association of Health Care Recruitment (MiACR)
2010 – 2015	West Michigan Alliance for Health, Grand Rapids, Michigan
2010 – 2015	Michigan Organization of Nursing Executives – District 2 (MONE)
2010 – 2015	Michigan Council of Nursing Education Administrators (MCNEA) President (2013 – Present) President Elect (2012-2013)
2010 – 2015	Michigan Association of Colleges of Nursing (MACN)
2010 – Present	American Association of College of Nursing (AACN)
2008 – Present	National League of Nursing (NLN) NLN Ambassador (2012 – 2015)
2006 – Present	Sigma Theta Tau, Alpha Kappa Chapter (#0501650)
2009 – 2013	Registered Nurses Association of Michigan (RN-AIM)
2009 – Present	Society for Simulation in Healthcare
2000 – 2010	Case Management Society of America, Michigan Chapter
2007 – 2010	Case Management Society of America, Michigan Chapter – Board Member - Chair of Education Committee Responsible for writing CE (Continuing Education) credits for nursing and social work conferences

## **BOARD APPOINTMENTS**

2021 – Present	<b>Executive Board of Directors – Secretary</b> , Horizon Health Care Huron, SD
2018 – Present	<b>Executive Board of Directors – Secretary</b> - Aberdeen Chamber of Commerce Aberdeen. SD
2021 – Present	<b>Advisory and Editorial Publication Board</b>
2021 – Present	<b>Community Board Member</b> , Communities that Care Avera Hospital Aberdeen, South Dakota
2017 – 2020	<b>Board of Directors and Chair</b> , Northeast South Dakota Area Health Education Center (NESD AHEC) Northeast South Dakota
2016 – 2020	<b>Government Affairs Committee Member and Chair of Nomination Committee (2018-2019)</b> , South Dakota Nursing Association (SDNA), South Dakota

2015 – Present **Vice President and Governance Committee Member**, Sigma Theta Tau,  
Rho XI Chapter  
Aberdeen, SD

2015 **Advisory Board Member**, Oakland Community College  
Southfield, MI

2014 – 2015 **Advisory Board Member**, Chamberlain College  
Troy, Michigan

2015 – 2015 **Nursing Leadership Action Collation Team Member**, Michigan  
Department of Community Health, Lansing, MI

2014 – 2015 **Innovative Central High School Health and Science Program Student  
Mentor**, Grand Rapids Public School, Grand Rapids, MI

2013 – 2015 **Advisory Committee Member**, Vice Chairman,  
Kent County Intermediate School District (KISD)  
Grand Rapids, MI

2013 – 2015 **Advisory Council Member**, Shape Michigan  
Grand Rapids, MI

2013 – 2015 **Advisory Board Member**, Southwestern Community College  
Dowagiac, MI

2013 – 2015 **President**, Sacred Beginnings Human Trafficking Transitional Program  
Grand Rapids, Michigan

2013 – 2104 **President**, Michigan Council of Nursing Education Administrators  
(MCNEA)  
State of Michigan

2012 – 2013 **President Elect**, Michigan Council of Nursing Education Administrators  
(MCNEA)  
State of Michigan

2011 – 2013 **Board of Directors/Secretary**, Sacred Beginnings Human Trafficking  
Transitional Program  
Grand Rapids, Michigan

2007 – 2010 **Board of Director**, Case Management Society of America, West  
Michigan Chapter

2003 – 2008 **Board Member**, Physician’s Health Organization  
Holland, MI

#### COMMUNITY/CIVIC SERVICE ACTIVITIES

2021 – Present **New Life Fellowship’s Women to Women Mentor**, Mentor  
Aberdeen, South Dakota

2020 **Native American/Alaska Native SANE training**  
Sexual Assault Nurse Examiner – Adult (SANE-A)  
Sexual Assault Nurse Examiner – Pediatric (SANE-P)  
Aberdeen, South Dakota

2019 – Present **Science Project Judge**, Roncalli High School  
Aberdeen, South Dakota

2019 – Present **Sisters of the Presentation of the Blessed Virgin Mary Cojourner**,  
Aberdeen, South Dakota



Lay associates and partner with the Presentation Sisters to continue the mission to share their spirituality and values to alleviate suffering through the promotion of human dignity in the light of Gospel teaching, prayer, and community

- 2019 **Night Out with the South Dakota School for the Blind**, Participant, Aberdeen, South Dakota
- 2018 – Present **Aberdeen Chamber of Commerce**, Aberdeen, South Dakota  
Member of Workforce Development Committee  
Business After Hours Participant
- 2018 – Present **40 & 8 Charitable Organization**, Volunteer, Aberdeen, South Dakota
- 2016 – Present **Friends of the Brown County Fair**, Volunteer, Aberdeen, South Dakota
- 2018 – Present **Aberdeen Community Breakfast**, Volunteer, Aberdeen, South Dakota
- 2017 – Present **Northeast South Dakota Area Health Education Center (NESD AHEC)** Board of Directors and Chair
- 2017 – Present **Junior Achievement**, Volunteer Instructor, Aberdeen, South Dakota
- Guest instructor on ethics or High School students
- 2016 – Present **Commission for Collegiate Nursing Education (CCNE)**,  
CCNE On-Site Accreditation Reviewer
- 2016 – 2019 **Rotary Aberdeen**, Member, Aberdeen, South Dakota
- 2016 **Spring Break Experiential Learning Trip**, Faculty Volunteer, Habitat for Humanity  
San Antonio, Texas
- 2015 – 2015 **Access of West Michigan**, Organizer and Participant, Poverty Simulation  
Grand Rapids, Michigan
- 2014 – 2015 **American Association of Colleges of Nursing**, Faculty Mentor,  
AACN Student Policy Summit, Washington DC
- 2013 – 2015 **5/3 Riverbank Run**, Community Volunteer,  
Grand Rapids, Michigan
- 2013 – 2015 **American Cancer Society Cancer**, Community Volunteer,  
West Michigan
- 2013 **Junior Achievement**, Volunteer Instructor,  
Grand Rapids, Michigan
- Guest instructor for third grade classroom
  - Participation in capital fundraising campaign
- 2012 – 2015 **Habit for Humanity**, Volunteer with Student Nurse Association,  
Grand Rapids, Michigan
- Winter 2012 **Costa Rica Spanish Emersion Experience**, Nursing Volunteer –
- Volunteer at Live Montverde – Fair Trade, Agriculture Sustainability Project

- Summer 2011

  - Volunteer at Humanitarian Foundation in La Carpio (Village of Hope), – Community for vulnerable Nicaraguan refugees

**Island Impact Ministries**, Nursing Mission Trip Volunteer  
Cabrera, Dominican Republic

  - Provide nursing care, medications, and education to vulnerable Haitian and Dominican individuals living in underserved villages
- 2012 – 2014

**Gilda’s Club Cancer outreach and fund raiser**, Laugh Fest Volunteer,  
Grand Rapids, Michigan
- 2009 – 2015

**Redemption Riders Ministry**, Volunteer/Elected Member,  
Holland, Michigan
- 2008 – 2011

**Angel Food Ministries**, Volunteer, Holland, Michigan
- 2005 – 2008

**Christian Neighbors Association for St. Peters Parish**, Volunteer,  
Douglas, Michigan
- 2006 – 2008

**Cardiovascular Focus Group**, Focus Group Member,  
Grand Rapids, Michigan
- 2001

**Michigan Public Health Institute**, Participant/Educator for the  
Smoke Free for Baby and Me, Pregnancy tobacco Cessation Program  
Grand Rapids, Michigan

## **IRB APPROVALS**

- 8/21/15

Title – The Success and Challenges of the Associate Degree Nurse who is Currently Enrolled in a Bachelor of Science in Nursing Program  
Principle Researchers: Sandra Welling Ph.D., RN and Laura Schmidt DNP, FNP-BC
- 3/2015

Title - Using Public Service Motivation to Gauge Student Perceptions of Advocacy  
Principal Investigator: Sandra Welling Ph.D., RN  
Researchers: Wayne Sneath PhD
- 7/2014

Title - Using Social Identity and Social Construction to Establish a Mentorship Program to Improve the Sense of Belonging between Faculty.  
Principal Investigator: Sandra Welling, Ph.D., RN  
Researchers: Kriss Ferluga, PhD
- 7/2014

Title: A Phenomenological Approach to Understanding “What is Mentoring” through the Lens of University Faculty and Staff.  
Principle Investigator: Kriss Ferluga, PhD  
Researcher: Sandra Welling, PhD, RN, Marlene Berens, DNP, RN, and Sue Offenbecker, MSN

## GRANTS

2021	Funded <b>Participant Contributor</b> Transportation for remote nursing students <i>South Dakota Community Foundation Grant</i> Grant for \$10,000
2021	Submitted <b>Participant Contributor</b> Graduating More Nurses: Implementing Guided Pathways at Scale to Meet Workforce Demands <i>Title III</i> <i>U.S. Department of Education, Office of Postsecondary Education</i> <i>Strengthening Institutions (CFDA 84.031A)</i> Grant for \$2,200,000
2020	Funded <b>Principal Investigator</b> (for Presentation College Participation of the Grant) Determining the Impact the UWorld Test Prep Product has on the National Council Licensure Examination (NCLEX-RN) First-Time Pass Rates <i>Duke Health Collaborative Grant</i>
2019	Funded <b>Project Network Member and Key Contributor</b> US Department of Health and Human Services Health Resources and Services Administration Department of Health and Human Services (HRSA) 20-025 <i>Upper Midwest Palliative Care Education Network</i> Grant for \$250,000
2019	Submitted but not funded. Did receive positive feedback <b>Principal Investigator and Grant Writer</b> US Department of Health and Human Services Health Resources and Services Administration Department of Health and Human Services (HRSA) <i>Advanced Nursing Education – Sexual Assault Nurse Examiners (ANE-SANE) Program</i> Grant for \$250,000
2018	Submitted but not funded <b>Principal Investigator and Grant Writer</b> Proctor and Gamble Grant for Education

*Using virtual robotics to educate remote Family Nurse Practitioners living in rural communities*

Grant for \$10,000

2016

Submitted but not funded (notification that funding was depleted)

**Principal Investigator and Grant Writer**

Advances in Patient Safety through Simulation Research offered – Agency for Health Care Research and Quality (AHRQ), PA-16-420

*Improving Rural Patient Safety through Interdisciplinary Simulation.*

\$250,000 annually for three years, a total of \$750,000

2014

Submitted and funded

**Principal Investigator and Grant Writer**

Davenport University Faculty Research Grant

*Project-Based Mentoring to Enhance Instructor Effectiveness and Improve Student Experiences*

\$1000 for AY 2014-2015

2013

Submitted and funded

**Advisor Committee Member and Writing Participant**

US Department of Health and Human Services Health Resources and Services Administration Department of Health and Human Services (HRSA)

*Nurse Education, Practice, Quality and Retention: Veteran's Bachelor of Science Degree in Nursing Program (VBSN).*

327,284 for program year 2013-2014, with recommended future funding for program years two through four of \$276,013, \$304,527, and \$309,622, respectively, for a total of \$1,217,446 over the four-year period. These amounts represent 100% of the total program costs.